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## MEMORANDUM

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TO: Committee on Government Administration and Elections

FROM: Neva Elaine Vigezzi – Waterbury  
Commission on Human Rights and Opportunities'  
Affirmative Action Program Analyst

DATE: March 7, 2011

RE: Governor's Bill #1010

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I am Neva Elaine Vigezzi. I have been employed by the Commission on Human Rights and Opportunities, for almost thirty-33 years, reviewing state agency affirmative action plans.

During this time I have seen agencies progress from minimal compliance under the affirmative action Guidelines to filing concise action plans pursuant to the Commission on Human Rights and Opportunities' affirmative action Regulations, that were adopted in 1984. In 1978, many agencies did not even recruit to fill vacancies, relying on "word of mouth" for its applicants, Today, agencies have developed their own recruitment contacts to supplement the standard recruitment by the Department of Administrative Services.

The agency affirmative action officers review the applicant flow data on all of the applicants, interviewees, and those people who are recommended for hire or promotion. This review insures that all applicants, not just goal applicants, are evaluated fairly, based solely upon their qualifications for the position. Removing the review and monitoring of affirmative action plans from the Commission on Human Rights and Opportunities and removing the affirmative action officers from most of the state agencies will, in effect, eliminate the affirmative action program. Even the words "affirmative action" have been removed from the proposed statutes. The Department of Administrative Services cannot effectively monitor itself when it is both writing and reviewing its own affirmative action plans.

In order to achieve equal employment opportunity, Connecticut, still needs its affirmative action programs. Please do not dismantle this vital program. Keep affirmative action monitoring and enforcement with the Commission on Human Rights and Opportunities and keep the implementation of affirmative action with each state agency.